

USERJOY Technology Co., Ltd

2024 Annual Minutes of the Board of Directors

No.	Date	Meeting	Agenda Items
1	2024/03/14 7th Term, 11th Board Meeting	1. 2024 Annual Business Plan. 2. 2023 Financial Statements and Consolidated Financial Statements. 3. 2023 Business Report. 4. Employee and Director Compensation Allocation for 2023. 5. 2023 Earnings Distribution Plan. 6. Capital Increase via Profit to Issue New Shares. 7. 2023 "Internal Control System Effectiveness Assessment" and "Internal Control System Statement." 8. Approval of Salary Adjustments for Managers of the Company and its Subsidiaries for 2024. 9. Approval of Bonus Allocation for R&D Center Executives for the Second Half of 2023. 10. Revision of the Company's Personal Data Protection Policy and Management Guidelines . 11. Revision of the Company's Board of Directors Meeting Procedures, Audit Committee Charter, Director Training Guidelines, Corporate Governance Best Practice Principles, Financial and Operational Related Party Transaction Policies . 12. Loan to Subsidiary USERJOY JAPAN Co., Ltd. for operational development (up to JPY 5 billion), with authorization to the Chairman for phased disbursement or revolving usage. 13. Handling proposals from shareholders holding over 1% of shares for 2024. 14. Matters related to convening the 2024 Annual General Shareholders' Meeting.	
2	2024/05/09 7th Term, 12th Board Meeting	1. 2024 Q1 Consolidated Financial Statements. 2. Approval of Employee Incentive Plan for Purchasing New Office Space. 3. Revision of the Company's Director Compensation Policy . 4. Matters related to convening the 2024 Annual General Shareholders' Meeting.	

3	2024/06/26 7th Term, 13th Board Meeting	1. Determination of Ex-Dividend and Ex-Rights Dates, Issuance Dates, and Related Matters. 2.Approval of the 2023 ESG Sustainability Report.	
4	2024/08/08 7th Term, 14th Board Meeting	1. 2024 Q2 Consolidated Financial Statements. 2.Renewal of Director and Key Employee Liability Insurance for 2024. 3.Approval of Product Profit Bonuses for R&D Center Executives for the First Half of 2024.	
5	2024/11/12 7th Term, 15th Board Meeting	1.2024 Q3 Consolidated Financial Statements. 2. Approval of Year-End Bonuses for Executives of the Company and USERJOY JAPAN Co., Ltd. for 2024. 3. Proposed Revisions to the Company's Director Compensation Policy . 4.Proposed Revisions to the Internal Control System, Internal Audit System - Electronic Circulation , and Internal Audit Systems for Information Security and Personal Data Protection Management . 5.Proposed Internal Control Systems for Sustainability Information Management, including Sustainability Information Disclosure Management Procedures, Procedures for Preparing and Assuring Sustainability Reports , and revisions to the Sustainability Development Committee Charter . Addition of a new Internal Audit System for Sustainability Information Management . 6.Revision of the Company's Approval Authority Table . 7.Proposed 2025 Audit Plan . 8.Reduction of Capital by Subsidiary USERJOY JAPAN Co., Ltd. to Offset Losses. 9.Proposed Cash Capital Increase in USERJOY JAPAN Co., Ltd. Participation by the Company. 10.Appointment and Independence Evaluation of the Company's Accountants. 11.Regular Approval of Non-Assurance Services Provided by Certifying Accountants.	